

FIRST AMENDMENT
TO CITY MANAGER EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this ____ day of November, 2025, by and between the **CITY OF ONEIDA** (the “City”), with administrative offices at 109 N. Main Street, Oneida, New York 13421, and **KYLE LOVELL**, residing at _____ (the “Mr. Lovell”).

WHEREAS, the City and Mr. Lovell are parties to an Employment Agreement dated October 22, 2024, effective October 21, 2024, through October 21, 2028; and

WHEREAS, the Employment Agreement contains provisions for annual compensation, benefits and other terms and conditions of employment for Mr. Lovell; and

WHEREAS, the City and Mr. Lovell have conferred and agreed to amend certain terms of the Employment Agreement;

NOW, THEREFORE, in consideration thereof, the parties agree as follows:

1. Paragraph 3 of the Employment Agreement is hereby amended as follows:

- a. The amount of Mr. Lovell’s health insurance buyout provided for in Paragraph 3(b)(i) shall be equal to the value of the full premium cost of Family health insurance in each year of the term of the Agreement.
- b. Paragraph 3(b) is amended to reflect that, notwithstanding the provisions of the City’s Employee Handbook for Management/Confidential employees, Mr. Lovell shall receive 20 days of vacation leave in each of the remaining years of the term of this Agreement.

2. All other provisions of the Employment Agreement not specifically addressed herein shall remain in full force and effect and shall continue in effect thereafter through the term of the Employment Agreement, unless subsequently modified by the parties in writing.

3. A copy of this Amendment as executed by the parties shall be affixed to the Employment Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above set forth.

Agreed to this ____ day of November, 2025.

CITY OF ONEIDA

Richard Rossi, Mayor

Kyle Lovell
City Manager